

**University of Arkansas - Fort Smith
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General Syllabus

LEAD 46903 Dimensions of Organizational Leadership – Capstone

Credit Hours: 3

Lecture Hours: 3

Lab Hours: 0

Prerequisites or corequisite: LEAD 46803 Leadership Systems

Effective Catalog: 2024-2025

I. Course Information

A. Catalog Description

Creation of an “action-learning” plan that provides an opportunity to integrate leadership concepts and practices covered in the core coursework with work experiences. Students design and implement a capstone project culminating in a written and oral presentation. This course must be taken during the student’s final enrollment period.

II. Student Learning Outcomes

A. Subject Matter

Upon successful completion of this course, the student will be able to:

1. Develop a personal plan for on-going leadership growth and development.
2. Assess various leadership theories and when (if) the theories should be appropriately used.
3. Evaluate and apply theories and concepts to develop other leaders throughout the workplace.
4. Demonstrate an ability to coach and mentor other leaders and team members.
5. Identify cultural and global differences that affect leadership strategies.
6. Understand and critically analyze the forces of change that affect the market, customer relations, employees, etc.

B. University Learning Outcomes

This course enhances student abilities in the following areas:

Analytical Skills

Critical Thinking - Students will analyze the forces of change that affect the market, customer relations, employees, etc.

Communication Skills (written and oral)

Students will develop a written, personal plan for ongoing leadership growth and development.

Ethical Decision Making

Students will recognize and examine the impact of ethical leadership in the workplace.

Global and Cultural Perspectives

Students will reflect upon cultural differences and their implications for interacting with people from cultures other than their own in leadership situations.

III. Major Course Topics

- A. Greater self-awareness of leadership strengths, opportunities and challenges
- B. Research methods in problem solving and decision making
- C. Coach and mentor other leaders and team members
- D. Lead and interact with people from other cultures
- E. Analyze the forces of change that affect the market, customer relations, employees, etc.